Every Person. Every Talent. Every Opportunity.
Employment First:

Employment Services as a 1st Option for individuals regardless of level of disability

Employment First Not Employment Only

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Mission

Expand community employment opportunities for Working-Age Ohioans with Developmental Disabilities through awareness, alignment of resources and agency collaboration.

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Mission, Vision, and Values

EMPOWER STAKEHOLDERS
ALIGN POLICIES
ENHANCE SUPPORTS
PROVIDER CAPACITY
ENGAGE BUSINESSES
MEASURE SUCCESS

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# Internal Updates

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# Federal Landscape

**Olmstead and Americans with Disabilities Act (ADA)**

- Centers for Medicare and Medicaid Services (CMS) Rule on HCBS
- Department of Justice (DOJ)
- Workforce Innovation and Opportunity Act (WIOA)
Employment First Executive Order March 2012
Advisory Committee and Taskforce Creation

Opp. for Ohioans with Disabilities
Ohio Dept. of Education
Ohio Dept. of MHAS

DD Council of Ohio
Ohio Dept. of DD
Ohio Dept. of Medicaid
Ohio Dept. of JFS

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“It is hereby declared to be the policy of this state that employment services for individuals with developmental disabilities be directed at community employment. Every individual with a developmental disability is presumed capable of community employment.
Employment First Administrative Rule Language

Every individual of working age takes part in a person-centered planning process to identify their desired employment outcome and their place on the path to community employment.
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Path to Employment

Developed in partnership with self-advocacy groups, this publication explains the Employment First Rule for all audiences, and can be a useful tool in the person-centered planning process.

Order at ohioemploymentfirst.org

As part of my person-centered planning process, I can choose my job goal and where I am on the path to employment.

There are four (4) places on the path to employment:
1. I have a job but would like a better one or to move up.
2. I want a job! I need help to find one.
3. I’m not sure about work. I need help to learn more.
4. I don’t think I want to work, but I may not know enough about it.

This planning meeting will help me choose my job goal and what I need to help me reach my goal, and will guide the services chosen to support me in my ISP. This planning meeting will take place every year or more often if my job goal or support needs change.
I have a job but would like a better one or to move up.

- Individualized employment services may include:
  - Follow-along
  - Job coaching
  - Natural support facilitation
  - Skill development
  - Education and training
  - Job development and placement for career advancement

Career planning, Career profile development, Benefits counseling and support
Path to Employment

I want a job! I need help to find one.

• Referral to Vocational Rehabilitation
• Individualized employment services may include:
  • Career Exploration
  • Community-based assessment
  • Skill development
  • Job development
  • Job coaching
  • Retention

Career planning, Career profile development,
Benefits counseling and support
Path to Employment

I’m not sure about work. I need help to learn more.

- Awareness of employment support services
- Meetings with peers who are employed
- Family meetings
- Interviewing formal and informal support network
- Learning from authentic experiences
- Exploring the multiple benefits of employment
- Addressing individual concerns
- Referral to Vocational Rehabilitation, if appropriate
Path to Employment

I don’t want to work, but I may not know enough about it.

• Awareness of employment support services
• Meetings with peers who are employed
• Family meetings
• Interviewing formal and informal support network
• Learning from authentic experiences
• Exploring the multiple benefits of employment
• Addressing individual concerns

Career planning, Career profile development,
Benefits counseling and support
FY’ 15 Updates

**DODD-OOD Employment First Partnership**
- Total Eligible: 2,193; Total Placements: 423
- Additional regions were added last year. There are now 20 regions with the largest region encompassing 7 counties and the average caseload size is 60.
- Providers are continuing to become dual OOD-DODD certified through an expedited process.

**Project: Transformation**
- 5 County boards and 3 private providers are working with experts to transform from facility based to integrated services.
- Project: Transformation will continue in FY 16 to implement the transformation plans that were developed.
- More information can be found at: http://www.ohioemploymentfirst.org/view.php?nav_id=105

**Project: Transformation 2.0**
- Project: Transformation 2.0 is part of EFSLMP and provides technical assistance to 8 providers across the state in the process of transitioning from facility-based to integrated services. This project will conclude in September, 2015.

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FY’ 15 Updates

Transition Planning
- Information developed by OCALI including best practices, a framework, Path from School to Employment Folder, and much more
- Available at: http://www.ohioemploymentfirst.org/view.php?nav_id=54

Family and Job Seeker Toolkit
- Launched July 1
- Variety of resources for individuals to learn about the employment process
- More information available at: jobguide.ohioemploymentfirst.org

DB 101
- Will be available in September 2015
- State specific system that can provide information about how benefits are impacted by work
- There will be trainings posted in August about how to use the tool

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FY’ 15 Updates

Outcome Tracking System
- The Outcome Tracking System was rolled out to County Boards in Fall 2014, and then to providers in Spring 2015
- There are over 10,300 records entered to the system currently
- Data reports are available for County Boards to pull from the DODD Data Warehouse

Local Leaders
- There have been 6 teams: Lucas County, Clark County, Montgomery/Greene/ Warren Counties, Pickaway/Fayette Counties, Coshocton/Knox/Tuscarawas Counties, and Stark County that have been collaboratively planning for the past 2 years
- Interagency agreements have been established to sustain the work that has been done

Good Life Network Community Project
- The Good Life Network has provided trainings for Local Leader Teams about the topics: Working in the Community, Living in the community, and Connecting to the community
- Resources from these trainings will be made available on the Employment First website

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FY’ 16-17 Projects

Employment Navigation and Journey to Employment

Employment Navigation will connect individuals with developmental disabilities to support employment services and understand multiple systems, including Vocational Rehabilitation, Education and Workforce Development.

Professional Certification Grants- $250,000

DODD will fund grants for professional staff to obtain Certified Employment Support Professional (CESP) certification, or Community Partner Work Incentives Counselors (CWICs), ACRE certification in customized employment, or additional approved certifications.

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FY’ 16-17 Projects

**Integrated Community Supports Grants- $475,000**
DODD will fund grants for providers to start/expand community employment and meaningful day services to take place in integrated community-based settings.

**ICF Employment Pilots Grants- $400,000**
DODD will fund grants for pilots at ICF/IIDs to demonstrate how people with complex needs can be served in integrated, community-based settings. Each site will receive training in person-centered discover and customized employment, and ICF residents will be supported to explore and participate in community employment and meaningful day activities.

**Community of Practice**
This will be an interactive forum for stakeholders to connect with experts and peers through training, discussion boards, webinars, and mentor relationships.

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MAP to Employment is an intensive professional development experience. The MAP to Employment intensive design is based on research about professional development that provides participants a multi-faceted experience that results in new skills and practices. The series consists of four in-person day-long sessions, five 90-minute web-based meetings, and coaching and mentoring as needed.
Funding Redesign

Feedback and Consultation

• OAAS-OACB-OPRA-PSG
• Budget Testimony
• SELN
• ODM/CMS

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Funding Redesign

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### Questions?

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